

EDITED KSA LISTING

CLASS: PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
	Knowledge of:
K1.	Advanced knowledge of psychopathology (e.g., major depression, schizophrenia, posttraumatic stress disorder, polysubstance dependence, antisocial personality disorder, etc.) in order to conduct clinical interviews, assessments and diagnoses.
K2.	Intermediate knowledge of substance abuse issues (e.g., signs and symptoms of intoxication and withdrawal, patterns of use and abuse, etc.) in order to assess, diagnose, refer and intervene with inmates and parolees to enhance health, safety and security.
K3.	Basic knowledge of psychological testing (e.g., personality, cognitive, psychopathology, etc.) in order to assess patient functioning, recommend treatment, interpret prior reports, etc.
K4.	Basic knowledge of psychopharmacology (e.g., antidepressants, antipsychotics, mood stabilizers, etc.) in order to identify possible adverse effects of medication, refer patients for psychiatric evaluation, monitor medication compliance, and coordinate patient care with treating physicians.
K5.	Intermediate knowledge of personality dynamics (e.g., state versus trait, etc.) and life span development (e.g., adolescence, young adulthood, middle adulthood, older adults, etc.) in order to assess, diagnose, and plan treatment.
K6.	Basic knowledge of developmental issues (e.g., mental retardation, autism, epilepsy, etc.) and learning disabilities (e.g., dyslexia, dysgraphia, etc.) in order to assess, recommend and refer for appropriate adaptive support services.
K7.	Basic knowledge of interactions between physiological and psychological functioning (e.g., head trauma and behavior disorders; endocrine and mood disorders, substance-induced psychosis, etc.) in order to develop a comprehensive clinical description of the patient.
K8.	Basic knowledge of criminal thought processes (e.g., manipulation, conning, deceitfulness, etc.) in order to recognize manifestations and intervene when appropriate.
K9.	Basic knowledge of criminal sexual behavior (e.g., pedophilia, sexual assault, voyeurism, exhibitionism, etc.) in order to recognize, assess for related risks, and recommend interventions.
K10.	Basic knowledge of trauma and stress reactions (e.g., intrusive thoughts, somatic complaints, sleep disorder, appetite disturbance, etc.) in order to diagnose and treat inmates and parolees when appropriate.
K11.	Intermediate knowledge of crisis intervention in order to manage psychological crises (e.g., danger to self, danger to others, etc.) and to refer appropriately.

EDITED KSA LISTING

CLASS: PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
K12.	Basic knowledge of suicide risk assessment and prevention (e.g., plan, means and intent, etc.) in order to protect the health and safety of inmates and parolees.
K13.	Basic knowledge of appropriate use of in-patient mental health services (e.g., to respond to danger to self, danger to others, grave disability, acute psychotic decompensation, etc.) in order to provide the least restrictive level of care.
K14.	Basic knowledge of assessing and monitoring the activities of daily living (ADL) in order to evaluate inmates and parolees level of functioning.
K15.	Intermediate knowledge of report writing (e.g., Board of Prison Terms reports, Mentally Disordered Offender reports, Penal Code Section 3002 evaluations, etc.) within a correctional setting in order to communicate assessment results.
K16.	Basic knowledge of treatment planning and individual and group interventions, (e.g., behavior modification, cognitive behavioral, psychoeducational, etc.) in order to provide mental health services consistent with program guidelines.
K17.	Basic knowledge of professional consultation (e.g., consult with psychiatrists or physicians on differential diagnoses, consult with correctional staff regarding inmate housing, consult with parole agents on parolee compliance, etc.) in order to collaborate with treatment and correctional staff.
K18.	Basic knowledge of the different roles of correctional and mental health staff (e.g., psychiatrists, social workers, psychiatric technicians, correctional counselors, parole agents, etc.) in order to coordinate appropriate mental health services for inmate and parolee patients.
K19.	Basic knowledge of California laws and regulations (e.g., Duty to Warn, Confidentiality, Mandated Reporting, etc.) related to the practice of psychology in order to provide quality mental health care in accordance with the law.
K20.	Basic knowledge of individual differences and cultural diversity issues in order to provide appropriate, culturally sensitive services.
K21.	Basic knowledge of departmental and institutional regulations, policies and procedures in order to maintain institutional safety and security.
K22.	Basic knowledge of appropriate documentation of clinical contacts, memoranda and chronos in order to facilitate communication with treatment providers and correctional staff, and to maintain accurate records.
K23.	Basic knowledge of principles and techniques of quality management and peer review in order to identify problems in mental health services delivery and recommend solutions.

EDITED KSA LISTING

CLASS: PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
	Skill to:
S1.	Skill to organize work in order to meet job demands, deadlines and program guidelines.
S2.	Skill to reorganize job tasks in order to respond effectively to unscheduled program changes.
S3.	Skill to seek psychological consultation (e.g., participation in classification committees, Interdisciplinary Treatment Team, etc.) from peers and other institutional staff in order to effect smooth program functioning.
S4.	Skill to provide psychological consultation (e.g., participation in classification committees, Interdisciplinary Treatment Team, etc.) to peers and other institutional staff in order to deliver mental health services within a correctional setting.
S5.	Skill to facilitate designated training to institutional staff in order to meet institutional training and court ordered requirements.
S6.	Skill to conduct clinical assessments and psychological treatment procedures (e.g., individual and group therapy, etc.) in order to meet program guidelines.
S7.	Skill to analyze situations (e.g., program and patient issues, etc.) accurately and take appropriate action in order to deliver mental health care services within a correctional setting.
S8.	Skill to communicate effectively (e.g., orally, in writing and electronically) in order to provide information to others (e.g., professional colleagues, treatment teams, correctional staff, etc.), document clinical contacts, record patient progress, make recommendations, write reports, memos, progress notes, etc.
S9.	Skill to document clinical contacts (e.g., intake, individual and group therapy, etc.) for automated tracking purposes.
S10.	Skill to administer psychological tests according to published protocols in order to clarify diagnostic issues
S11.	Skill to score psychological tests according to published protocols in order to provide a basis for test interpretation.
S12.	Skill to interpret psychological tests according to published protocols in order to clarify diagnostic issues for treatment recommendations.
S13.	Skill to conduct objective clinical interviews in order to establish rapport, obtain meaningful clinical data, formulate diagnoses, and guide interventions.
S14.	Skill to recognize potentially dangerous situations in order to comply with institutional safety and security procedures.

Bold text-indicates not on Classification Spec.

EDITED KSA LISTING

CLASS: PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
---	---------------------------

	Special Personal Characteristics:
SPC1.	Emotional stability in order to establish and maintain professional interpersonal relationships in the workplace.
SPC2.	Patience to maintain a professional therapeutic environment in an institution or parole outpatient clinic, to maintain self-control in stressful and dangerous situations, to develop an empathetic understanding of staff and inmates, to adjust to changes in the institutional setting (e.g., lockdowns, riots, overcrowding, etc.) and to respond to changes in custody requirements, court mandates, departmental policies and procedures, etc.
SPC3.	Professional integrity in order to stay current in the field, ensure the ethical and professional treatment of inmates, and to comply with departmental regulations, policies, and procedures.
SPC4.	Alertness in order to maintain a safe and secure environment for self and others, and to anticipate problems (e.g., harm to self or others, escapes, disruptive behavior, change in an inmate's mental functioning, etc.).
SPC5.	Awareness of self-limitations in order to know when to ask for assistance, consultation or clinical supervision.

EDITED KSA LISTING

CLASS: PSYCHOLOGIST – CLINICAL, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
---	---------------------------

	Special Physical Characteristics:
SPHC1	Persons appointed to this position must be reasonably expected to have and maintain appropriate strength, agility and endurance to perform during physical, mental and emotional situations encountered on the job without compromising their health and well being or that of their fellow employees or that of inmates.